1. Observing Christmas Eve as a part-day public holiday would activate public holiday provisions under the *Fair Work Act 2009* (Cwth), the *Industrial Relations Act 2016* and industrial instruments. This would entitle employees who work between 6pm and 12 midnight on Christmas Eve to receive public holiday penalty rates.
2. A part-day public holiday on Christmas Eve would provide respite for workers following the busy period of work in the lead up to Christmas and give workers more opportunity to observe the personal, social, religious or cultural significance of Christmas which commences for many people on Christmas Eve.
3. Large retailers must close at 6pm on Christmas Eve. Small independent retail shops (e.g. convenience stores) and shops exempt from trading hours regulation, which include restaurants, takeaway/fast food shops and hotels and other types of licensed premises, continue to be permitted to open.
4. Cabinet approved the release of a Consultation Regulatory Impact Statement seeking comment from stakeholders on a proposal that Christmas Eve (24 December) be observed as a part-day public holiday from 6pm to 12 midnight.
5. *Attachments*

* [Consultation Regulatory Impact Statement – Investigation into Proposed Christmas Eve Part-Day Public Holiday 2019](Attachments/RIS.PDF)